

Performance-Based Compensation Plan
East Hollywood High School
2185 S. 3600 West
West Valley City, UT 84119

The following constitutes our proposal for 2008-2009 Performance-Based Compensation Plan. The plan is based on 20% weight in each of five categories: 1) Student Evaluations, 2) Administrative Performance Evaluations, 3) Peer Evaluations, 4) Indicators of School Quality Program (ISQ), and 5) UPASS Test Scores. Performance bonuses will be available to all licensed teachers. Teachers who teach in subject areas not tested will qualify based on 25% weight in each of the first four listed categories.

Teachers must receive a minimum of 85% “satisfactory” or higher scores on Student, Administrative and Peer Evaluations and must have a “satisfactory” or higher *overall rating* in the same categories. Specific requirements for categories 5 and 6 shall be defined for each individual teacher.

The amount of Performance-Based Compensation that may be awarded shall be \$600 per teacher for the school year. Qualified teachers will receive the compensation in their May 2009 paychecks.

The Performance-Based Compensation will be based on individual performance.

This plan incorporates *measures of student academic progress or growth* through the UPASS Test Scores category (Category 5). It incorporates *specific measures of instructional quality* through all three evaluation categories and the ISQ category (Categories 1-4). It incorporates *measures of quality or efficiency in education support functions, measures of parent and student satisfaction and measures of school progress* through the ISQ category (Category 4).

Eric W. Lindsey
Director
East Hollywood High School